National Independent Labor Journal

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Here Are Facts On Your Military Status

Security And You

Survivor Benefits Increased

The social security act of 1961 includes increases in benefits for two groups of beneficiaries: those receiving minimum benefits; and widows, widowers, and surviving parents.

Under the old law the minimum basic social security retirement and disability benefit is $33 a month. Under the new law it goes to $40 a month.

We have used the word "basis" in describing the minimum benefits because these are the benefits payable to persons whose average yearly earnings come to $600 or less — if they retire at age 65. If they retire at age 62, their benefits are cut by about 20 per cent; cut by 13 per cent at age 63; and by 6½ per cent at age 64.

Now a man or woman who retires at age 65, and who has average annual earnings of less than $800, will receive at least $40 a month benefit.

Wife's Benefit

If this man, with minimum earnings, has a wife aged 65, the retired couple will receive a total monthly benefit of at least $60. If the wife is between 62 and 64 years old, and she claims a wife's benefit, the benefit will be reduced a bit to make up for her lower age — she'll be getting benefits for a longer period.

Social security experts figure that about 2,175,000 persons will get an increase in benefits because of the rise in minimum

(Continued on Page Eight)

In The Draft

President Kennedy's announcement that he has ordered draft calls "doubled and tripled in the coming months" poses the question of who will be subject to call.

The following series of specific queries and their answers as contained in existing selective service regulations should answer many of the questions.

Q.—What will be the age range for the draft?

A.—Up to 26 years of age—the oldest available men first.

Q.—For how long will I be drafted?

A.—Twenty-four months.

Students Eligible

Q.—I am a college student. Am I elgible to be drafted?

A.—Yes, but your local board may defer you as a student.

Q.—Will there be any choice as to type of job in the service?

A.—No. The military assigns men in accordance with the needs of the service.

Q.—Will single men with dependents be drafted?

A.—No, providing all required information has been submitted to the local draft board.

Q.—Will there be any choice as to what part of the world I serve in?

A.—No.

Married Status

Q.—Are there any circumstances under which married men with children will be drafted?

A.—Yes, if a bona fide family relationship is not maintained.

Q.—How long a notice will be given for reporting?

A.—Not less than 10 days, but usually several weeks' notice is given by the local board.

Q.—Will any deferments be given for those holding jobs in essential industries?

A.—Yes, particularly in those industries which may be regarded as defense supporting.

R.O.T.C. Exempt

Q—.Will college R.O.T.C. members be drafted?

A.—No.

Q.—Will any consideration be given draft candidates who get married before they are drafted?

A.—Single men and married men without children are in the same category.

Q.—Will draftees be given opportunities to become commissioned officers?

A.—Yes. An opportunity is given to apply for officer candidate school.

Q.—Will I get my old job back when I am discharged from the service?

A.—You will get the same job or a similar type job, provided you make application to your employer 90 days after discharge.

Job Seniority

Q.—Will I lose any job seniority or union benefits?

A.—No. Time in service counts as continuous employment for seniority purposes; union benefits are in accordance with union contracts.

Q.—What are minimum and maximum height and weight requirements?

A.—Minimum height — 60 inches. Maximum height — 78 inches. Weight is related to height and military medical of-

(Continued on Page Ten)

Stay Alive

During the coming Labor Day holiday, the nation will celebrate the outstanding achievements of working people, who have helped so much to make America great. Thousands . . . million of men, women and children will climb into their cars as they head for their last vacation time of this summer. During this weekend, you'll probably be hearing about a mounting traffic toll this holiday rush is taking, extra police on the roads to help unscramble traffic and try to prevent accidents, screaming sirens of ambulances taking accident victims to hospitals. Is this the way civilized people "enjoy" their holidays? Labor Day was never intended to be a sacrificial rite. And it doesn't have to be so. The Unions urge its members, and everyone, to see that this Labor Day is the safest one yet. It can be. It must be.

CONFEDERATED UNIONS OF AMERICA

NATIONAL HEADQUARTERS

Reymond Building — P.O. Box No. 2333

Baton Rouge, Louisiana

ELgin 7-5448 • WAlnut 4-2856

OFFICERS

President

ELMO F. ROGERS
P. O. Box No. 2333
Baton Rouge, Louisiana
Phone: WAlnut 4-2856

Vice Presidents

EUGENE W. RAETZ
5811 West Grand Avenue
Chicago 39, Illinois
Phone: NAtional 2-0600

MARTIN PONZIO
832—2nd Street
Niagara, Wisconsin
Phone: CLearwater 1-3772

LOUIS CAPPIELLA, JR.
4017 Dexter Street
Philadelphia, Pennsylvania
Phone: IV 2-5133

FRANK A. BAILEY
261 West 125th Street
New York 27, N.Y.
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Patterson Street
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1131 South Broad Street
Philadelphia, Pennsylvania
Phone: BAring 2-2516

ERNEST THOMAS
930 McIntire Avenue
Zanesville, Ohio
Phone: GL 3-6410

WILLIAM E. HILL
Main Street
Greenville, Pennsylvania
Phone: 2739

JOEL D. BLACKMON
General Counsel
1028 Connecticut Avenue
Washington 6, D.C.
N.W.—Suite 803
Phone: MEtropolitan 8-2454

SYDNEY M. EISENBERG
Economic Research Counsel
1131 West State Street
Milwaukee 3, Wisconsin
Phone: BRoadway 1-0936

C.U.A. News Letter

World Population Continues To Grow

The human race is growing at 5,400 every hour, nearly 130,000 a day, and 47 million a year.

By the year 2,000 the population should reach the staggering figure of six billion people which is more than double in forty years.

Most scientists contribute this increase to revolutionary improvements in health and sanitation, which has prolonged life and lowered death rates.

Prepaid Prescription Drug Plans

Since the Congressional investigations of the drug industry, many unions are proceeding to set up their own Prepaid Prescription Plans whereby members can purchase their needs at a nominal cost.

Other proposals are being sponsored by individual concerns and are being set up on a membership basis with a small margin of profit being established.

Layoff at Baton Rouge Humble "Esso" Refinery

Within the next sixty days the scheduled manpower reduction at the giant Humble "Esso" Refinery in Baton Rouge, La., will have been placed into effect.

It is expected the layoff will be in excess of 500 employees and at present—under an early retirement proposal—approximately 367 already have applied for early retirement pensions starting at age 50 and based on years of service.

F.I.O.U. Convention in New Orleans, La.

The Federation of Independent Oil Unions meet in their annual convention at New Orleans, La., in the Monteleone Hotel, August 17 through 19, 1961.

This meeting of the Oil Workers is planned to take action on the many problems facing the industry and its membership.

Mr. Joel D. Blackmon, General Counsel of the C.U.A., will be among the featured speakers.

Automation and Unemployment

Steel productivity increased 21% and unemployment declined 18.5% from 1937 to 1959.

Office jobs have decreased 25% in the last five years and are expected to decline by some four or five million in the next five.

The telephone industry has eliminated 30,000 jobs in the last 10 years; expansion of the dial system will bring more cuts.

Some 160,000 unemployed auto workers in Detroit "will never return to auto factories due to automation."

Coal mining productivity has increased 100% since 1950.

Electrical machinery productivity rose 20%, but 80,000 jobs were destroyed from 1953 to 1960.

Electric bulb producer eliminated about 1,500 jobs from 1950

(Continued on Page Nine)

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OUR REASON FOR EXISTENCE

It shall be the constant policy of this newspaper:

1. To publish news of interest to its subscribers and friends regarding all things pertaining to the working man and his family.

2. To aggressively advocate and pursue plans that will increase the economic advantages of the laboring and producing millions of our American people.

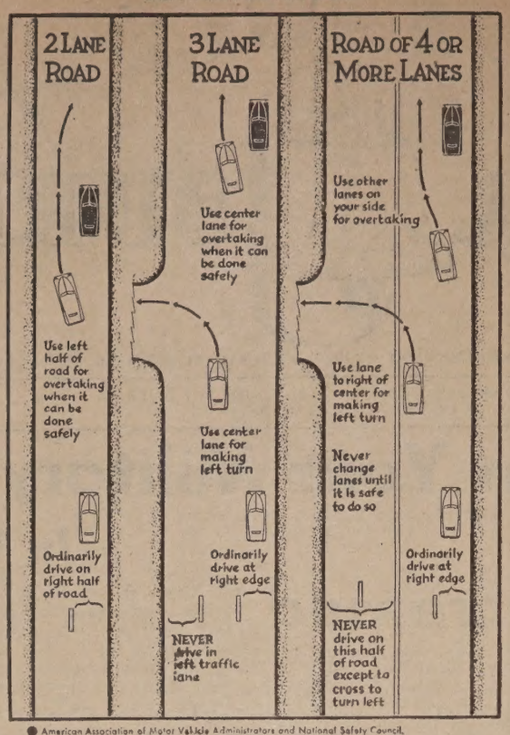
3. To be vigilant in protecting the gains made by working people through their Unions in recent years.

4. To be active in obtaining for Labor, a greater share of the fruits of our production.

5. To further the organization and growth of independent Labor Unions.

6. To do all these things in the American way; that is by lawful and free Constitutional Government.

DRIVE IN PROPER LANE


2 LANE ROAD
3 LANE ROAD
ROAD OF 4 OR MORE LANES
Use left half of road for overtaking when it can be done safely
Use center lane for overtaking when it can be done safely
Use other lanes on your side for overtaking
Use center lane for making left turn
Use lane to right of center for making left turn
Never change lanes until it is safe to do so
Ordinarily drive on right half of road
Ordinarily drive at right edge
Ordinarily drive at right edge
NEVER drive in left traffic lane
NEVER drive on this half of road except to cross to turn left

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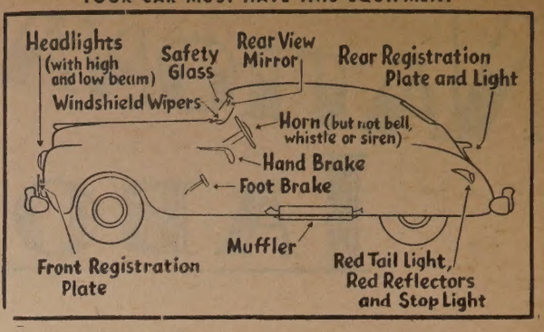
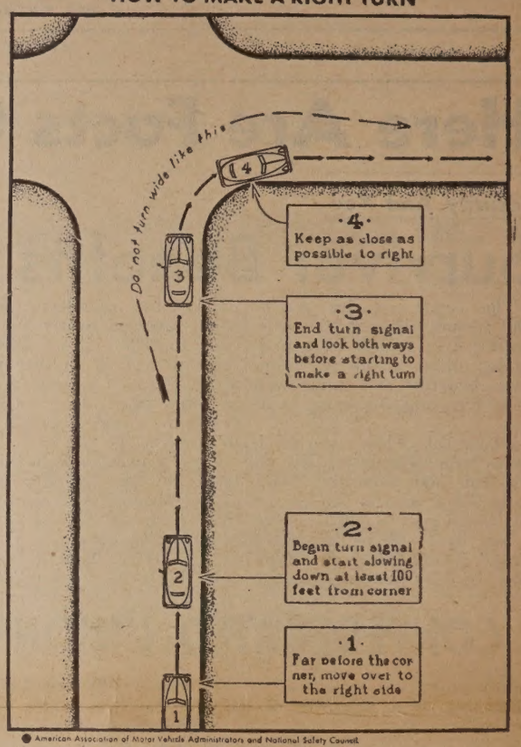
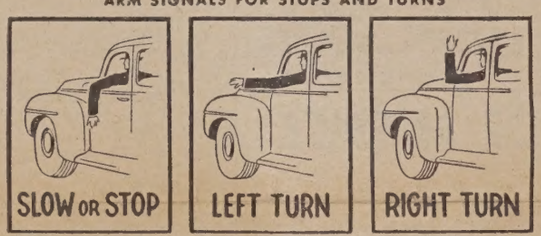


HOW TO MAKE A RIGHT TURN


Do not turn wide like this
4
3
2
1
·4· Keep as close as possible to right
·3· End turn signal and look both ways before starting to make a right turn
·2· Begin turn signal and start slowing down at least 100 feet from corner
·1· Far before the corner, move over to the right side

American Association of Motor Vehicle Administrators and National Safety Council

ARM SIGNALS FOR STOPS AND TURNS



These drawings were prepared for use in State drivers' manuals, to aid applicants for drivers' licenses in learning and understanding traffic laws and safe driving practices.

The above illustrations were made available through the co-operation of the American Association of Motor Vehicle Administrators and the National Safety Council.

U.S. Department Of Labor Official Heads U.S. Agencies Here

Chicago, Ill., July 12, 1961 — A top official of the U. S. Department of Labor here will head Chicago's Council of Federal Agencies. Joseph Borus, Regional Director of the Labor Department's Bureau of Employment Security, last week was elected chairman of the Council, the central organization of Federal departments and bureaus in the Chicago metropolitan area.

Council membership is made up of heads and principal assistants of more than sixty Federal agencies employing about 58,000 workers. The Council's aim is to promote economy and efficiency in government, and to assist Federal agencies in cooperating with the press, local and State agencies, industry and the public.

Borus has been in Federal service for more than twenty years. During his career with the U. S. Labor Department, he has served in both the Bureau of Labor Statistics and the Bureau of Employment Security. Before coming to Chicago he was BES Regional Director in New York.

A graduate of Washington University in St. Louis, he received his bachelor's degree in 1931 and his master's degree in 1932. He has served on the faculties of Washington University, the University of Illinois, and the University of Chicago.

Borus is a member of the Regional Civil and Defense Mobilization. He is an executive board member of the Chicago chapter of the Industrial Relations Research Association and a member of Governor Kerner's Committee on Unemployment.

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Alcoholism's Climbing

Alcoholism's Shocking Toll

There are more "social" drinkers in the country than ever before and more and more of them are becoming alcoholics.

Every year 500,000 are added to the list of out-and-out drunks.

And don't think that one of them couldn't be you.

Your before-dinner martini may never be anything more than a harmless means of relaxation. On the other hand, it could be the first step along a road that leads to compulsive drinking.

Nobody can put his finger in advance on those for whom drinking is a danger. But the fact remains that every one of the 500,000 who yearly go over the line into alcholism, and every one of the 5,500,000 already in that near-hopeless category were once sober and respected citizens for whom drinking was no more than a social custom.

The warning comes from an authority on the subject, Dr. Andrew C. Ivy. A University of Illinois professor, Dr. Ivy is a physiologist of international repute. He is also a tetotaler.

As chairman of the Committee for the Prevention of Alcoholism, he has carried the fight against alcoholism to many countries, thru lectures to professional groups. We sought his comments after one of his talks in California aroused wide interest.

In the United States today alcoholism ranks only behind mental illness, heart disease, and cancer as a destroyer of mankind.

Dr. Ivy is convinced that the problem will grow worse.

The number of problem drinkers is increasing at a rate that by 1963 will add 50,000 a year to the number succumbing to alcoholism.

Ivy bases his contention on the fact that during the last two years the per capita consumption of alcoholic beverages has gone up after having remained steady from 1946 to 1958.

He gives the following figures: 1959, 1.39 gallons; 1960, 1.56 gallons. This is an increase of about two-thirds of a pint and the 1959 figure represents a slight increase over that for 1958.

In the past increases in the yearly per capita consumption of liquor have always been reflected in two things — a proportionate increase in arrests for drunken driving during the first year and during the next two, more alcoholics.

The increase in arrests already has been noted and the next step can be expected according to the traditional pattern, Dr. Ivy says.

According to a nation-wide poll, there are now 68 million persons 21 and older in this country who drink. Dr. Ivy says during 1960 they consumed 33 billion ounces of alcohol in the form of 88 million barrels of beer, 230 million gallons of whiskey and 163 million gallons of whiskey and 163 million gallons of wine.

The Breakdown

Ivy divides these drinkers into two main categories — those who make trouble for themselves or others and those for whom drinking is no problem, at least for the moment.

If you want to know where you fit, here's the way he breaks it down:

About 45 million purely "social" drinkers, who take a drink when its offered but who would "just as soon have iced tea."

Another 6 million moderate drinkers who take about three drinks a week.

Some 7,500,000 who drink daily but rarely to excess.

Around 20 per cent of moderate and daily drinkers get drunk, from one to several times a year, usually at holiday celebrations.

These are drinkers who have no problem now. The problem drinkers consist of two groups —those who manage to get by despite heavy drinking and those who can't.

Those who can't are the true alcoholics. Describing them, Dr. Ivy says:

"Their drinking causes them trouble at home, socially or on the job but they don't quit."

"Many have hit skid row two or three times and are still not persuaded that they can't take it or leave it alone."

Heavy drinkers, who consume more than a pint a day, total about 4 million. This is the crucial group because if they get a hard enough jolt, most of them can quit drinking.

Divorce, Accidents

About one-third of them do stop, having been brought up short by the loss of a job, the threat of divorce, or involvement in a bad accident.

Another third die prematurely, usually of some alcohol-related disease.

The others become alcoholics at the rate of 500,000 a year. These replace the 350,000 alcoholics who die each year for a net annual increase of 150,000 in the total number of alcoholics.

Ivy disputes the contention of other authorities that social drinking is not necessarily the cause of alcoholism. He says:

"Alcohol causes alcoholism just as the tuberculosis bacillus causes TB.

"In both instances there may also be contributing factors. In TB, for example, poverty is a contributing factor.

"The man who lives under unsanitary conditions in a slum without the money for good food or sufficient clothing is much more vulnerable to TB than the well-fed, well-cared for individual living in an upper class suburb."

In the same way, there are factors which contribute to alcoholism. Personality patterns, psychological defects, physical make-up and life situations.

But it is still impossible to pick out those for whom drinking will become a problem or to say how quickly you or I or the man next door may progress from moderate or daily drinker to heavy drinker to habitual drunk.

Thus, in Ivy's opinion the wide acceptance of "social" drinking is an evil in that it exposes many to a disease which they are ill-equipped to withstand.

He contends that most people do not know or will not admit that alcohol is an addicting drug which little by little creates its own demand.

Thus the most important sign that it's creeping up on you is the tendency to take two drinks where one sufficed before.

And the most important factor in withstanding that addiction is the way you've been trained to take care of your worries, frustrations and responsibilities, says Dr. Ivy.

Whether you face up to them or try to escape.

Danger Signals

Any time you begin drinking to relive nervous tension, to get away from your worries, to fortify yourself against a challenge, to soothe your fears or to take care of a hangover you're in danger, Ivy says.

There is no doubt that alcohol meets a need but it is a need people should have been trained to satisfy in other ways.

This is where schools are falling down, he maintains. He added:

"They need to teach people how to solve their problems, how to relax and how to liven up a party without the use of drugs".

Stay Alive

Organized labor is campaigning vigorously for safety on the streets and highways, in fact everywhere, during its national holiday. Union safety committees urge all members, and everyone, to drive with the intent of **not** being in an accident. The 1960 Labor Day weekend was one of the safest of the past 12 years. Help make this one of the safest in history. It can be done.

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Under Social Security

Big Church Council Urges Health Plan

The National Council of Churches of Christ in the U.S.A., the nation's largest church federation, has endorsed the principle of providing health care for the aged through the Social Security System.

The National Council's 250-member governing board, representing 34 Protestant and Eastern Orthodox denominations with 38,000,000 adherents, gave unanimous approval to the Social Security approach at its recent meeting at Syracuse.

The resolution, recommended by the group's Division of Christian Life and Work, "authorizes representatives of the national council to testify at public hearings" in support of the position taken by the organization. The general board refrained from singling out specific legislation for endorsement.

In another action, the church federation's general board called for "positive leadership and definitive action by the federal government" to meet the problem of long-continued unemployment.

The health care resolution said most persons over 65 cannot afford the high cost of adequate private health insurance.

While it "is to be preferred" that health needs be met "without resort to governmental action," the general board declared, "where needs of people can be met only by united, socially planned action, the Christian will choose such action rather than the neglect of basic human need . . .Therefore the National Council of Churches supports in principle legislation which extend the benefits of Old Age, Survivors' and Disability Insurance to include health care for retired aged persons."

Rejecting the principle of means tests to qualify for health benefits under a government program, the general board declared:

"In planning and developing any government insurance program to help older people meet the cost of their medical care, there is a Christian obligation to include provisions for its administration that will adequately safeguard freedom, dignity and self-respect."

The board also urged the nation's doctors to support such a program, declaring:

"The values to be realized from an improved level of health for America's older citizens are so great that we are confident that cooperation will be forthcoming from all who in our day are custodians of the almost miraculous capacity to maintain the health and cure the diseases of their fellow human beings."

The resolution on aid to depressed areas called for federal leadership "with state and local government and private business and labor participation . . ."

One Million Employers To Receive Official Wage-Hour Poster

Clarence T. Lundquist, Administrator of the U. S. Department of Labor's Wage and Hour and Public Contracts Divisions, today announced that a brochure is being mailed to approximately one million employers who will be affected by the Fair Labor Standards Amendments of 1961 (the Federal Wage-Hour Law). The brochure includes an official poster which must be displayed in the establishment, highlights of the amended Fair Labor Standards Act, a list of regional and field offices, and a coupon which may be mailed to the Divisions requesting further information or publications.

The new amendments, effective September 3, 1961, set a $1.15 hourly minimum wage for employees already covered by provisions of the law and a $1.00 hourly minimum wage for employees newly covered. The law applies to employees engaged in interstate commerce or in the production of goods for such commerce and to other employees of certain large enterprises.

Lundquist also said that a non-technical pamphlet explaining the provisions of the amended Federal Wage-Hour Law is now available from the offices of the Divisions. The pamphlet, "Handy Reference Guide to the Fair Labor Standards Act," gives basic information about the law's minimum wage, overtime pay, and child-labor standards. He said that a leaflet, "Highlights of the Fair Labor Standards Act," a summary of the amendments, and a copy of the amended law were also available.

Quantity copies of the amended law may be purchased from the Government Printing Office, Washington 25, D. C., at 10 cents each. There is a 25-percent reduction for orders of 100 or more.

AUTHOR GOLDEN PLUGS HARD FOR UNIONISM

A Strong case for unionism and collective bargaining has just come from the pen of Harry Golden, noted author whose book "Only In America" was for long a best seller.

Golden also writes a syndicated column of wit and commentary for many newspapers—and he's the editor of an unusual personalized paper known as The Carolina Israelite, published in Charlotte, N.C.

In that paper recently he cited the fact that North Carolina has now become one of the most industrialized states in the Union—sixth from the top.

"But curiously, North Carolina workers are at a disadvantage in contrast with workers elsewhere," he writes. "The national average for industrial workers is $2.28 an hour; in N.C., only $1.53."

Why the lag? Because, of "opposition to collective bargaining," says Golden. Only a little over 10 per cent of the state's workers are unionized, he points out. "This condition literally costs the state $750 million annually," he adds.

Golden declares the state Chamber of Commerce, in seeking to attract industries from up North, makes its main appeal on the basis of "lower wages and no unions"—a process that does not raise the state's standard of living."

"When 90 per cent of the industrial workers in this state do not have collective bargaining, everyone is affected." Golden stresses. "A farmer can look to state and Federal subsidies, but a worker only to a union agreement for parity. Lacking that, in North Carolina he is losing $1,500 a year.

"The merchants are losing many times that $1,500, the teachers that much in salary and the country that much in unpaid resources," Golden concludes. Moreover, his reasoning applies not only to North Carolina, but to other states as well which seek to discourage unionism.

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If You're Hurt on Job

If you or any member of your family get hurt on the job, do you have a better chance of recovery now than a few years ago, and can you get more money? Some letter writers have asked about re-opening their cases where old injuries still bother them, and wonder if they can get extra compensation. In the whole area of Workmen's Compensation, there seems to be a fortunate pressure to help the injured workmen in most states.

Re-opening old cases to obtain a better break for the injured workman is often difficult, but even here there is considerable hope. Some years ago, a lady in New York filed a claim for total disability from silicosis. New York law permitted benefits for total disability, for silicosis, but if one was not totally disabled, but only partially so, then no payment at all. A medical examiner for the Board concluded that while she suffered enough from silicosis to make her partially disabled, there was not a total disability, and therefore, no benefits. A few months later, she filed an application to reopen her case, but this was denied.

Ten years later, she was still suffering from silicosis. She submitted medical evidence to the Workmen's Compensation Board and she was sent before the same medical examiner who had rejected her claim ten years back. This time he saw the light, and concluded that she was totally disabled and that his diagnosis of years ago was mistaken.

New York has a law that no claim which has been denied can be re-opened after seven years. Those of you who are bothered by old injuries and would like to re-open your cases ought to have the law of your own state checked on this point. What, then, could be done for the New York woman who had a very real problem?

Her lawyer moved to re-open the case, despite the seven-year rule, and the Board found she had been totally disabled at the time her claim was rejected. She won a large lump sum for all the years back. The Company quite naturally fought this award in the courts, all the way to the highest court in New York, relying upon the seven-year rule.

It didn't apply, said the New York Court of Appeals. The lady had asked the Board to re-open her case only a few months after her original claim was turned down, and it was upon this fortunate peg that she won her case. Ten years later, she was only asking the Board to reconsider its mistaken ruling in failing to re-open her case when she asked it to do so, ruled the court.

This may seem like a mass of legal technicalities, but the practical outcome was very good for a disabled working woman. This case illustrates the point we have often tried to make for all of you—where there is real justice in your cause, courts will often look for all kinds of ways to rule in your favor in order that ultimate justice be done. Of course, in many cases, this fails, but those of you who would like to re-open old cases in order to get proper rulings ought to look for hopeful ways to do it.

While awards in amounts of money may not have increased in your state unless your own state laws have been changed, there is a trend in some states to broaden the scope of Workmen's Compensation coverage, thus giving more protection to you and your family.

A strange and puzzling case in West Virginia shows how courts are broadening protection for injured persons. An elderly man in good health suffered an injury to his finger, and it was amputated. Shortly thereafter, he complained of paralysis and blindness and could not walk or control his fingers. He was sent to Johns Hopkins Hospital in Baltimore but experienced doctors there could not determine the cause of his new difficulty. Less than a year later the man died.

Doctors admitted they didn't know the cause of his death, but speculated that his injury had led to his sudden deterioration. The West Virginia Board made an award and the courts upheld it, stating that, "in all probability," an injury to a man in good health led to his death. Rulings like this one demand humanitarian judges who consider the plight of working people, and West Virginians can be proud of their courts for it. And in addition, these cases make good law for all of us.

Wage-Assignment Bills Approved

A series of bills changing the wage assignment law were approved by the governor of Ill.

The old law permitted a wage assignment to be filed any time after a buyer missed a time payment and defaulted the debt. Then the employer must have withheld 25 per cent of the employe's wages.

Under the new provision, an assignment cannot be served on an employe until 20 days after default.

The employe has 22 days thereafter in which to present a defense by affidavit. No wages can be withheld upon filing of such an affidavit. The creditor must then go to court, prove his claim and obtain a garnishment.

If the employe has no defense, the employer deducts 15 per cent (instead of 25 per cent) of the paycheck for 30 days. After 30 days, a new demand must be filed.

The wage assignment legislation was sponsored by Sen. Arthur R. Gottschalk (R-Park Forest).

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81, He Pickets in Icy Cold Because He Recalls Bleak Pre-Union Days

The day the big blizzard of 1961 began, union pickets were marching in front of the Travelers Hotel in Queens.

The wind howled, the temperature fell, the snow came down harder every minute. The pickets trudged on.

Among them, cheerful and tireless, was a lively man named Frederick Meinhardt.

He is 81 years of age, "going on 82."

The scene began to resemble the John Wayne movie about Alaska, but Fred Meinhardt just turned up his coat collar and kept on marching. Other pickets fell out and went to various neighborhood oases to defreeze. Fred Meinhardt, almost alone, took no relief, needed no rest, and just smiled in his gentle way at the howling elements.

He'd seen it blowing cold for unions 50 years ago; he knew what a union means, and he was going to picket, even if the weather was too much for jet planes, for automobiles and for subways.

He was asked later: "How come? Why did you keep at it?"

He shrugged. "Because I wanted to do my duty to the union."

"How long did you picket?"

"Two hours," he said.

"Did you catch cold?"

"No. No fear of that. I'm in good shape. I knew that because I get checked up by the doctors at our Health Center."

"What made you go out there in the first place?"

"I heard a call for pickets, so out I went. As simple as that."

His life story explains why [illegible] Meinhardt at the age of [illegible] 22 years and is still a working waiter. He is now on banquet roll call, and is proud that he can carry a tray as well and as tirelessly as he can a picket sign.

Back in 1912, as a member of the crew that went to work at the McAlpin when it opened, he was paid $25 a month. He worked not a single shift but a triple split shift during the day, serving breakfast, lunch and dinner — a shattered day that began at 8 in the morning and ended at 8 in the evening.

The bitterly small wages of $25 a month were cut into constantly by a series of fines. "We used to be fined or fired for every little thing that happened," he recalls. "There was no security of any kind, either for the job or your week's pay."

As a result of the early organizing efforts in the McAlpin, he said, it was the first hotel to introduce the six-day week, although it took another quarter century for permanent, unbeatable organization to come to the McAlpin and to the industry.

In contrast, today, he said, we have established stable wages, single shifts, the Health Center, hospitalization, pension, settled conditions, and many other benefits.

"We won it through organization. Now we must protect the union that did it for us," he went on. "Many new hotels are being built. They must be organized as they go up, to protect our conditions and our members.

"And I want to say this to the workers inside the Travelers, where they are having trouble with the owner: are organized and have a contract, you will be getting benefits for which hotel workers have fought for a generation."

He had a word for other workers in the organized hotels:

"We all have to pitch in when there's a fight. If nobody did anything, the union would be dead and decadent. We would be going backwards. But if we all step in and play a part in the union, then it will be strong and we will go forward and everybody will gain."

That's Fred Meinhardt, aged 81, full of fight, and deep in wisdom. He knows because he's seen it happen, and he's willing to picket for this in snow or rain or blaze of sun.

Heart Attack While Arguing With Boss? Rule He Must Pay ....

ALBANY, N.Y.—If you have a heart attack while arguing with the boss, the boss has to pay the medical expenses and loss of earnings, in the opinion of the State Workmen's Compensation Board.

The boss, however, disagrees.

The board ruled in favor of Leon Cramer, 54, of Brooklyn, who suffered a heart attack while arguing with his immediate supervisor at Barney's clothing store in New York iCty.

The case has been appealed to the state's highest court.

"We should put as much money and efforts in trying to reach the minds of men as we do in trying to reach the moon."

Deerfield 50-50 On Sexes 5,893 Males, 5,893 Females

For every man there's a women—in Deerfield.

Or to put it another way, for every male in Deerfield there's a female—in Deerfield.

The population of the Chicago suburb is evenly divided between males and females, according to a census study reported Thursday in Washington.

The study shows a Deerfield population of 5,893 males and 5,893 females.

Deerfield was the only Illinois community to achieve a precise 50-50 split between the sexes, although some other areas came close.

The state's total population in the 1960 census was 10,081,158—consisting of 5,128,292 females and 4,952,866 males.

Chicago has more women than men—1,823,418 to 1,726,986, for a total population of 3,550,404.

Cook County, with a population of 5,129,725, has 2,502,656 males and 2,627,069 females.

But the women are outnumbered in Lake County, where the Great Lakes Naval Training Center is located. The county has 154,339 males and 139,317 females, a total population of 293,656.

Statistics for other counties include:

Du Page: population, 313,459; males, 155,763, females, 157,696.

Kane: population, 208,246; males, 102,466; females, 105,780.

McHenry: population, 84,210; males, 41,836; females, 42,374.

Will: population, 191,617; males, 97,420; females, 94,197.

Stay Alive

Labor Day commemorates the achievements of American workers. One of their greatest accomplishments is the important part they have played in setting new safety records in industry. The greatest tribute that can be paid to the spirit of this national holiday is to celebrate it with a new safety record on our streets and highways. It can be done. It must be done. Can we count on your help?

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Looking Behind The Scare Words

Wright Patman, Texas Democrat, is a veteran of 32 years in the House of Representatives. Throughout that time he has been a staunch New Dealer, an enemy of monopoly and an outstanding champion of the small business man's role in the private enterprise system.

Recently a constituent, obviously influenced by what he had been reading in the papers and hearing on the air, wrote Patman deploring "this awful socialism" afoot in the land. Patman replied:

"Socialism is a scare word used by influential groups who are in a power struggle with government at all levels—state, federal and local."

He wrote that all social welfare legislation is attacked as "socialism" by its opponents. He went on to list five measures urgently needed by the people and threw out an answering challenge to the foes of progress. Here are his comments:

1. Care of our older people. "Is it possible that our society will much longer consign millions of older people to mean shelter, desolate surroundings and inadequate food and medical care? Especially when our economic system is burdened with surpluses and cannot distribute all the wealth it can produce?"

2. The unemployed. "Does free enterprise mean that we are not our brother's keeper? Is there really no place for the five to six million families whose breadwinners are out of work? Shall we have these families starve or send their children to beg in the streets?"

3. Education. "At least two million children go to schools which have no proper room for them; 90,000 teachers are not properly qualified to teach; and one-third of our most promising high school graduates are financially unable to continue their training. Shall we allow our children to be prepared only for unemployment, so as to save a few dollars today?"

4. Housing. "Should we merely deplore the increasing juvenile delinquency and build more prisons? Or must we do something about the crime-breeding and disease-breeding slums which blight our towns and cities?"

5. Depressed areas. "The assistance we gave Western Europe to help rebuild its industries after World War II made good sense. The whole western world is better and richer as a result. Why not help our own distressed areas rebuild their economies? Why is it socialistic to advance and strengthen free enterprise?"

ELEANORE ROOSEVELT CANCER FOUNDATION

By Cecile A. Gagan

The Eleanor Roosevelt Cancer Foundation becomes affiliated with the American Cancer Society on September 1, 1961. The affiliation which had been approved by the Foundation's Board of Trustees, was voted June 8 by the Board of Directors of the Society at a meeting at the Olympic Hotel.

In making the announcement, Rutherford L. Ellis, Chairman of the ACS Board, declared: "Programs of the two organizations complemented and supplemented each other. By this affiliation we strengthen the overall attack against cancer and build a common program.

"Fund-raising will continue under a single direction and duplication of appeals will be avoided. Our concern in this forward step is to reduce multiplicity of appeals in the name of cancer control and bring closer our goal of the conquest of cancer."

The agreement of affiliation says that the two organizations:

"Believe this will be a means jointly to overcome critical unmet needs in the fields of research; to assure contributors that their contributions will be used effectively and advantageously; that both programs will be enhanced and that combined efforts will be in the public interest at a time when there is a deep concern over multiple health and cancer organizations.

"The nature and scope of cancer and its impact on people demands that every human effort and resource, locally, statewide, nationally and internationally be marshalled to deal with it. It requires that major voluntary organizations concerned with bringing cancer under control join forces and step up an intensive, complete attack against this disease."

Included in the overall program of the American Cancer Society and its affiliate, The Eleanor Roosevelt Cancer Foundation, Inc., will be two activities which the Foundation had launched:

1. Helping build physical facilities for cancer research at hospital and medical schools. The Society had not made grants for construction of research facilities.

2. Creating and supporting international research fellowships under the supervision of the International Union to Control Cancer.

The affiliation calls for an exchange of members of the boards of both organizations and members of scientific and other committees.

When details of the affiliation are worked out, the Foundation will move its headquarters from 801 Second Avenue, New York, to the American Cancer Society's headquarters, 521 West 57th Street, New York. The National Executive Director of the Foundation, Sidney Glazier, will be responsible to officers of the Foundation and to Lane W. Adams, Executive Vice President of the Society.

An indication of some of the economies that will result from the affiliation is that the Foundation will have available the specialized services of the American Cancer Society. These include such services as accounting, production of materials fund-raising, public information, field services, statistical services, general office management together with professional consultation research and medical matters.

The agreement says that the American Cancer Society "recognizes that the areas selected by the Foundation for its special emphasis are important additions to the overall attack against cancer and is desirous of assisting The Eleanor Roosevelt Cancer Foundation in the enlargement and expansion of its activities and to aid in the attainment of its objectives."

The Eleanor Roosevelt Cancer Foundation has attracted national leadership and public acceptance for the program it has designed to aid in the fight against cancer in a relatively short time. In 1959, Mrs. Roosevelt lent her name and support to the establishment of a research institute at the American Medical Center, Denver, Colorado. As interest and support grew, The Eleanor Roosevelt Cancer Foundation was formed to make an international as well as a national contribution to cancer control.

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Pope Upholds Works Right to Decent Wages

An encyclical issued last week by Pope John XXIII, underscoring the right of workers to decent wages, asked employers to limit their profits to provide workers and their families with adequate living standards.

"We judge it to be our duty," the Pope declared, "to reaffirm once again that the remuneration of work, just as it cannot be left entirely to the laws of the market, so neither can it be fixed arbitrarily; it must be determined according to justice and equality. This requires that the workers should be paid a wage which allows them to live a truly human life and to face up with dignity to their family responsibilities . . . "

The encyclical, defining the position of the Catholic Church on present-day economic, social and moral questions, called for wealthy nations to help backward countries to ease poverty and help promote lasting peace. The Pope commended the advantage of "socialization," but warned that it must not be permitted to control the freedom of the individual to too great a degree. At the same time, he defended and reaffirmed the right to private property.

Springfield Firm Sued By The U.S. Department of Labor

Springfield, Ill., July 26, 1961 —Secretary of Labor Arthur J. Goldberg asked the U. S. Court here today (July 26) for an order permanently restraining the Atlas Transit Mix Concrete Co., with offices and plants at 1035 W. Jefferson St. and 1140 W. Reynolds St. in Springfield, Ill., from future violations of the Fair Labor Standards Act, the Federal Wage-Hour law.

The company manufactures ready-mix concrete used on roads and highways. It employs approximately ten workers.

Earl F. Halverson, Regional Director of the U. S. Labor Department's Wage and Hour and Public Contracts Divisions, said an investigation disclosed that the company had violated the overtime and record-keeping provisions of the Wage-Hour law.

The law provides that employees engaged in interstate commerce must be paid one and one-half times their regular hourly rates for overtime worked in excess of 40 hours in a workweek. Employers also are required to maintain accurate and complete payroll records.

Survivor Benefits—

(From Page One)

payments. This will cost about 170 million dollars during the first year under the new schedule.

The second benefit change affects survivors — widows, widowers, and parents. In order to be eligible for benefits, the person on whose account the survivor claims a benefit—that is, the survivor's husband, wife, or child — must have had sufficient coverage under social security before he died. And the survivor must be at least 62 years old. In the case of widowers and parents, the deceased wife or child must have been providing substantial support for the new survivor at the time of the wife's or child's death.

Higher Benefits

These conditions remain the same — but the survivor's benefit is increased. Where the survivor was entitled to 75 per cent of the deceased person's basic benefit, the survivor now will be entitled to 82½ per cent of the basic benefit.

The basic benefit is figured as if the deceased worker had reached age 65 at the time of his death and so is the same as his retirement benefit would have been under such conditions.

For example: Let's assume a man dies, leaving a widow of 62—or a mother of 62 whom he had been supporting. Suppose social security figures this man's basic benefit as $100 a month. Under present law, the widow, or mother, would receive $75 a month. Under the new law, her benefit would be $82.50—in effect, a 10 per cent increase in survivor's benefits.

Social security figures that more than 1½ million persons will receive this increase in benefits during the first year of operation of the new benefit schedule. It will cost an additional 105 million dollars during the first year.

Labor Department Investigates Ammonia Gas Accident

Chicago, Ill., August 1, 1961 —An investigation of the ammonia gas leak, which endangered the safety and health of residents along the Illinois River yesterday, was opened by the U.S. Labor Department's Bureau of Labor Standards.

John D. Gallagher, LSB Regional Representative in Chicago, said today that the Bureau's Chicago Maritime Safety Officer, John J. Klocko, Jr., was on the scene of the accident shortly after it occurred.

Heavy concentrations of ammonia gas spread along the river when a hose ruptured as highly toxic anhydrous ammonia was being pumped from a river barge to a shoreside installation at Creve Coeur. More than 10,000 persons in Creve Coeur, North Pekin, Pekin, and Bartonville, Ill. were evacuated from their homes.

Gallagher said that the Bureau's investigation is being conducted to determine the reason for the hose failure and how a possible recurrence can be prevented. The investigation, he he said, is authorized under provisions of the Longshoremen's and Harbor Workers' Compensation Act and is being conducted in cooperation with the U.S. Coast Guard.

"Our investigation is not designed to attach liability, but to determine weaknesses in operations such as this and to develop standards which protect workers or the public from exposure to safety and health hazards," he said.

Gallagher added that based on the findings of the investigation it will be determined whether a public hearing is necessary.

Cheese Is Seized, With Fake Holes

Some manufacturers are using machines to put holes in cheese, as part of a scheme to fool purchases and boost profits, the Food and Drug Administration revealed recently when it seized three lots of Swiss cheese made in Monroe, Wis. The FDA said the scheme works as follows:

"They get some good Swiss cheese — containing natural holes — and put it on the top of the package. Then, in the center of the package, they put some lower-grade cheese, with machine-made holes."

An ashtray is something to put cigarettes in if the room hasn't got a floor.

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Michigan Supreme Court Justice George Edwards Appointed Deputy Judge

Secretary of Labor Arthur J. Goldberg announced that Justice George Edwards of the Michigan Supreme Court has been appointed a Deputy Judge of the Administrative Tribunal of the International Labor Organization.

Justice Edwards will succeed Chief Justice Robert G. Simmons of the Nebraska Supreme Court whose term expired last June 18.

The Administrative Tribunal hears and decides disputes arising out of contractual relationships between the ILO and its employees. It also has jurisdiction over disputes arising out of certain other contracts to which the ILO is a party.

This same authority has been extended to the Tribunal by seven other specialized agencies of the United Nations, including the World Health Organization, the International Telecommunication Union, the United Nations Educational, Scientific and Cultural Organization, the World Meteorological Organization, the United Nations Food and Agriculture Organization, Contracting Parties to the General Agreement on Tariffs and Trade, the European Organization for Nuclear Research, and the International Atomic Energy Agency.

Decisions by the Tribunal are subject to appeal only to the International Court of Justice at the Hague. The Tribunal comprises three Titular and three Deputy Judges.

Justice Edwards has been a Michigan Supreme Court Justice since 1956. His duties on the Tribunal will be undertaken in addition to his present job. Previously he was Circuit Judge for the Third Judicial Circuit of Wayne County, Michigan, from 1954 to 1956 and, prior to that, Probate Judge for the Wayne County Juvenile Court from 1951 to 1954.

He served four terms on the Detroit Common Council between 1941 and 1949, including two terms as Council President. He was Director-Secretary of the Detroit Housing Commission in 1940 and 1941, Director of the Welfare Department of the United Automobile Workers in 1938 and 1939, and International Representative of the UAW from 1936 to 1938.

Justice Edwards holds a Bachelor of Arts Degree from Southern Methodist University, a Master of Arts from Harvard, and a Doctor of Jurisprudence from the Detroit College of Law. He served in the Army from 1934 to 1946, with overseas service in the Philippines.

Justice Edwards was married to the former Margaret M. McConnell in 1939. They have two sons, George, 21, and James, 17, and live at 820 Sunset Lane, East Lansing.

Reflection on vacations; so long paying, so short playing.

Start Today—Why

Since you cannot refrain from drinking, why not start a Saloon in your home? Be the only customer and you will not have to buy a license. Give your wife $55 to buy a case of whiskey. There are 240 shots in a case. Buy all your drinks from your wife at 60c a shot and in 12 days when the case is gone, your wife will have $89 to put in the bank and will have $55 to start up in business again.

If you live ten years and continue to buy all your booze from your wife, and then die in your boots from the shakes, your widow will have $27,085.37 on deposit, enough to bury you respectably, bring up your children, pay off the mortgage on the house, marry a decent man, and forget she ever knew you.

News Letter—

(From Page One)

to 1960, but the number of bulbs shipped increased 42% and productivity rose 52%.

Radio-television firms eliminated 50,000 jobs as a result of automating wiring and soldering, and component assembly.

Railroads have eliminated one million jobs in the last 10 years by mechanization and automation.

The Oil Industry has reduced its work force by 10% in the past three years.

Nothing Illegal About Employer Cooperation With Union

The fact that an employer cooperates with a union is not enough to justify a finding that he dominates it, in the opinion of the Federal Appellate Court in Chicago. A Board order disestablishing an independent union in the employers' plants was denied enforcement.

The employer who had operated for over 30 years without a work stoppage had for the same period dealt with an independent Joint Shop Council. The Council had office space in the plant and its members were paid while on Council business, which included processing of grievances. The Board held the Council to be dominated by the employer.

The Court quoted from its opinion in a similar case, Chicago Rawhide Manufacturing Co. vs. NLRB — 27 — LC — 69052:

"All of the acts cited by the Board as unfair labor practices in this case actually show no more than either the Company's cooperation with, or the possibility of control of, the employee association. Neither mere cooperation, preference nor possibility of control constitute unfair labor practices."
(Hotpoint Company vs. NLRB — 42 — LC — 16928)

A tree will stand in the same place for a hundred years and then suddenly jump in front of a car.

WE SELL AT FACTORY PRICES TO UNION MEMBERS AND THEIR FAMILIES
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AND THEIR FAMILIES
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In The Draft

(From Page One)

ficer will make the determination in each case.

Q.—Will there be any choice of branch of service if I wait until I am drafted?

A.—No.

Q.—Will men who have served since the Korean war be drafted?

A.—No.

Q.—Will those who join the national guard be eligible for the draft?

A.—No.

No GI Bill

Q.—Will draftees be eligible for GI bill of rights education and training?

A.—No. This requires service before Jan. 31, 1955.

Q.—Will draftees be eligible for government life insurance?

A.—No. Requires service before Jan. 31, 1955.

Q.—Will draftees be eligible for GI home loan guarantees?

A.—No. Requires service before Jan. 31, 1955.

Q.—If a man marries after he is drafted, will he receive additional benefits for his wife?

A.—Yes.

Widows' Sons

Q.—Will the sons of widows, the sons being of draft age, be eligible for the draft?

A.—The local draft board will review the circumstances involved in each case.

Q.—Will men with slight physical disabilities be drafted for limited service?

A.—If these men meet current minimum standards, they will be drafted.

In The Reserve

President Kennedy has asked authority of Congress to call up 250,000 ready reservists for a year of active duty. If you are a member of this force, or other reserve units, here are the answers to questions that you might ask concerning your status. They are based on replies given by experts in the Pentagon and the department of labor.

Q.—How many kinds of reserve forces are there?

A.—Three: ready, stand-by, and retired.

Q.—What is the ready reserve?

A.—The ready reserve is a force of 2,400,000 men. It is designed to meet early requirements of mobilization. About 1 million of these men are on a drill for pay status. They are assigned to units.

Q.—What is the stand-by reserve?

A.—It is a pool of 1 million experienced men. It comprises the "second phase" of mobilization.

Retired Reserve

Q.—What is the retired reserve?

A.—It is made of about 166,000 men who completed adequate time in service to draw retirement pay.

Q.—I am a member of the ready reserve unit. How could I be called?

A.—The President can call up a maximum of 1 million ready reservists, including national guardsmen, on his own declaration of a national emergency and without action by Congress.

Q.—How will I know if I am among this 1 million?

A.—Units called will be selected and notification will go down through command channels.

Q.—If I am not included in this 1 million how would I still be subject to call?

A.—If the President wanted to call in excess of the 1 million or to call the stand-by reserve there would have to be a declaration of emergency by Congress, or war.

Ready Reserve

Q.—Are there any circumstances under which I, as a member of the ready reserve, would not have to go when called?

A.—It is assumed that if you are a member of the ready reserve, you are ready to go.

Q.—What about compassionate reasons for staying behind?

A.—These would have to be applied for thru official channels.

Q.—How do authorities know whether or not there are a large number of men in the ready reserve who may have "compassionate reasons?"

A.—The ready reserve roster is subjected to a careful screening process to eliminate just this eventuality. All members are required to sign a statement annually stating they are available for immediate recall.

Q.—Well, supposing since I signed that statement my mother has become an invalid requiring my attention?

A.—You are responsible for notifying your unit of any changes in your availability.

Q.—Well, suppose something comes up at the last moment affecting my home, my family, or my business?

A.—It is a policy of the military service to grant all reasonable time for recall—but there is no guarantee of this.

Q.—What about my job if I am called? Will I get it back when I come home?

A.—The federal government urgently advises every reservist so called to request a leave of absence in writing from his employer.

Leave Required

Q.—What if my employer turns down the request?

A.—Under law, he must grant such a leave of absence. But it is emphasized that without such a request for leave your job may be in jeopardy.

Q.—When I return to my job, will I get the same pay rate, etc.?

A.—You can return to the job or to a similar job at the going pay rate for your old job.

SELECTIVE SERVICE VOLUNTEERS CAN CUT DRAFT CALL

If more men volunteer thru selective service for the armed forces, fewer will be drafted, according to Lt. Col. R. B. Woodworth, state selective service deputy director.

The state's draft quota for August has been increased from 567 to 917 men.

Various branches of the armed services in the Chicago area reported a flurry of interest in volunteering after President Kennedy's get-ready-to-fight speech.

Some Don't Count

"Volunteers who go to recruiting offices to enlist don't count against draft quota totals," Woodworth said. "Only those who volunteer thru selective service can reduce the number we must call up."

He said nearly all of the state's quota of 429 for July was filled in this way. The defense department made no requests for men in May and June, Woodworth said:

"When youths volunteer thru selective service, they have the advantage of choosing their own time to serve out their military obligation."

Active Two Years

Those volunteers spend two years on active duty, two years in the ready reserves, and two years in the standby reserves, the director said. The ready reserves are men trained and ready for active duty. There are 57,000 in this category in Illinois.

There are about 51,000 men in the standby reserves in Illinois. These men would require some retraining before being ready for full military duty. In addition, there are about 12,000 national guardsmen in the state who are ready for immediate duty.

September Quota 20,000

Since the nation's draft call for September is 20,000 men, Illinois selective service officials are preparing to call about 1,400. This is 7 per cent of the nation's total, which has been the ratio in past months, Woodworth said.

Many worried wives have asked Woodworth when the drafting of fathers will begin He replied:

"That's a hard one to answer. But generally speaking, all non-fathers under 26 will be called before we start calling fathers. It would take a number of fairly large calls to get fathers."

Stay Alive

In past years, the traffic deaths of the Labor Day weekend are especially heavy during the first few hours of the period, starting at 6:00 p.m. on Friday. Police will be out in full force. But, if they are to succeed in preventing accidents, they need the cooperation of the usually good drivers. Any moment of distraction, not being aware of the traffic in which you're driving, can and does cause these traffic deaths. Stay alert. Stay alive.

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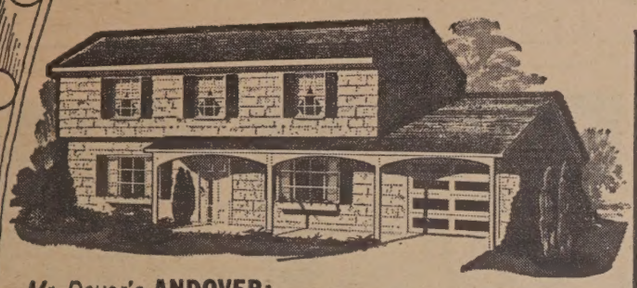
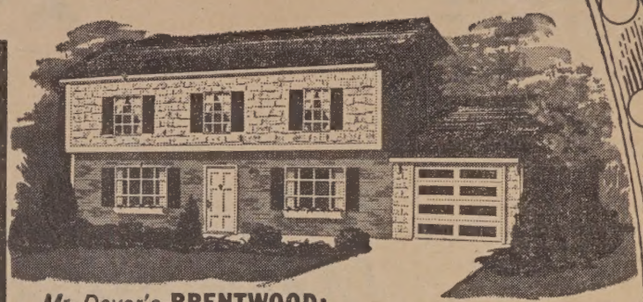


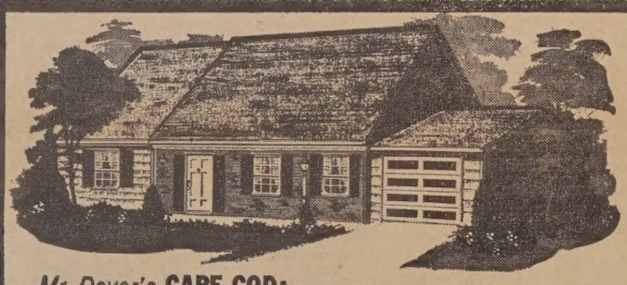
Mr. Dover's **ANDOVER:**
4 bedrooms, 2½ baths, 24' living room, attached garage, center-hall colonial
$13,995 TOTAL PRICE! $395 down $86 monthly



Mr. Dover's **BRENTWOOD:**
3 bedrooms (featuring luxurious 16' master bedroom with dressing room), 2½ baths, attached garage
$14,195 TOTAL PRICE! $395 down $87 monthly

PRICES ARE FOR COMPLETELY FINISHED HOMES ON FULLY IMPROVED 70 FOOT LOTS. IMPROVEMENTS INCLUDE PAVED ROADS, CURBS, NATURAL GAS, STORM AND SANITARY SEWERS, COMMUNITY WATER

Mr. Dover's **SUTTON:**
handsome 4 bedroom, 1½ bath, split-level with big 20' family room, exciting new kitchen
$14,495 TOTAL PRICE! $395 down $89 monthly



Mr. Dover's **CAPE COD:**
remarkably authentic styling...4 bedrooms, 2 baths, big kitchen (the kind you've always wanted)
$13,595 TOTAL PRICE! $395 down $83 monthly

Here is the amazing story of a brand new community of big American Colonial homes priced so that you and your friends can afford them.

Authentic Colonial styling is probably the most wanted design in America today. Young couples want it. And they can't afford it. Now, Mr. Dover set about to change all this. What folks want, Mr. Dover delivers.

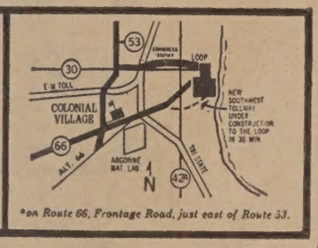
Two years of hard work produced the 4 model homes you can see for the first time this week-end. Never before have so much variety and style and size in American Colonial design been offered at a price under $22,000. Not in Chicago. Not anywhere.

It took imagination. It took research. It took hard work. We think you will take these homes to your heart. Not one home, not two – but 4 magnificent designs – and not a one priced over $14,495 – including the 4-bedroom, 2½-bath, 1600 sq. ft. two-story Andover. These are not small homes. They will hold your family with rooms to spare.

We invite you to look – and we await your opinion. Be forewarned: be ready to fall in love with a home in which you can live happily ever after.

We think you will agree that never before in Chicago's history has so much home been available at so little price. Here is "never before" value. Visit Colonial Village this week-end.

Delightful setting for your new American Colonial home . . . close-in with all suburban advantages. Big 70' lots. Plenty of safe play areas in this fine new community. Improvements include paved roads, community water and sewer, natural gas. Near thousands of acres of Forest Preserve and recreation. Easy access to everywhere via Expressways and main highways.



*On Route 66, Frontage Road, just east of Route 53.

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COME EARLY . . PREPARE TO BUY
a home this week-end

What Does Job Responsibility Mean

Prior to the Wage Inequity program, job responsibility was what the boss wanted it to be, no more and no less. Today job responsibility is clearly defined by contract and should be defined by practice.

However, today we find our members again confused about job responsibility, the cause of which we attribute to a number of reasons:

1—The supervisor who, because of his own ignorance fails to properly train those employees under his supervision, and;

2—The supervisor, though fully informed as to the individual job responsibilities of each employees under his supervision, deliberately withholds this knowledge, and uses the the usual intangible threat method to prevent the employee who would seek to know what their actual job responsibilities are. As a result the employee is almost bound to perform duties not within the scope of their job description.

Note: We are referring to normal conditions and not the present conditions which may require the combining of various jobs.

In some cases employees are being required to do a volume of work not intended by the Union or the Company. As a result some employees have accepted volume as a responsibility of their own, instead of letting management be responsible for the volume of work to be accomplished.

Now what are these job responsibilities? We cannot, for obvious reasons, detail job descriptions for each and every job in the plant, and we are sure you will agree these descriptions would not in themselves define job responsibility.

In our opening statement we indicated job responsibility is clearly defined by our contract, so let's see how it reads:

In the Manual for job classifications under the title, "General Instructions for Job Classification," we find it reads in part:

"This method of job classification is based upon an analysis of the relative worth of jobs in terms of basic factors of job content. The seven factors to be considered are:

"1—Pre-employment Training

2—Employment Training and Experience

3—Mental Skill

4—Responsibility for Performance

5—Responsibility for Contacts

6—Working Conditions

7—Responsibility for Direction."

Items 1, 2 and 3 are self explanatory. Item 4 is defined as follows:

"Responsibility for Performance measures the relative importance of the application of knowledge, training and skills required for satisfactory discharge of the most representative duties of the job."

Items 5, 6 and 7, like the first three items, speak for themselves.

Item 4 is therefore the basic crux of your job, and should be considered accordingly. You will note volume as such is not included in any part of the construction of your job description or job classification, because volume is a management responsibility and not yours.

The above is intended only to define the difference between volume and job responsibility and to insure only a fair performance of work for a fair day's pay.

Stay Alive

The 79th Labor Day holiday is here. The number of cars on the road is, no doubt, the largest in history. The number of accidental deaths, injuries and property damages might reach into the thousands . . . unless each and every driver drives with a firm determination to stay out of accidents. That calls for defensive driving. In addition to driving within all of the laws and rules of the road, you have to remember that not every driver will do the same. Up to about 50 miles an hour, at least a car length for every ten miles an hour is necessary to allow for mistakes in driving that you probably will see. Don't depend on signals from other drivers, and even if he does signal a turn, that's no guarantee he will turn. Don't pass unless you can do it safely, regardless of what the other driver might do. Defensive driving separates the safer drivers from those who are just lucky . . . this time.

"Welcome, Union Members and Their Families"
RATAJIKS PHARMACY
Prescription Specialist
Free Delivery
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IT'S OFTENER THAN YOU....

If you think an accident can't happen to you, so did 47 million other people. Last year this number suffered painful injuries. Most of these happened in everyday activities; for example . . .

- 19 million got hurt at home.
- 8 million were injured at work.
- Nearly 5 million suffered injuries in motor vehicles.

motorists win this SEA SNARK

NO CONTEST!
NO JINGLES!
NOTHING TO WRITE
BUT YOUR NAME
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EACH TIME YOU DRIVE IN . . .
Between the period July 21 and August 14th, fill out a registration card with your name and address.

Visit as often as you wish—fill out a registration card on each visit and deposit in our special prize chest. The more visits, the more opportunities you have to win this wonderful Sea Snark.

On the evening of August 14th at 8:00 p.m. one of the registration forms in the special container will be selected. Winner need not be present at selection.

SPECIFICATIONS

LENGTH—11' overall
BEAM—38"
FREEBOARD—12"
SAIL AREA—45 sq. ft.
MAST, SPAR & BOOM MADE OF TOUGH ALLOY SEAMLESS ALUMINUM TUBING.
WOOD PARTS HAVE VARNISH FINISH

C & C SHELL SERVICE
1664 S. Blue Island Ave.
Chicago, Illinois
CA 6-9203